



## @USNPEOPLE WEEKLY WIRE

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NAVY.MIL, Naval Service Training Command, Great Lakes, Public Affairs

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To sign up for the @USNPeople Weekly Wire, email [usnpeople@gmail.com](mailto:usnpeople@gmail.com),  
or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1.) More SRBs, Starting Now Navy on track to increase incentives for fiscal 2016/ 11 MAY 15**

NAVY TIMES, Mark D. Faram

NAVAL AIR STATION LEMOORE, Calif. – Aviation Structural Mechanic 2nd Class (AW) Amanda Pate is excited: She may be up for a huge payday soon.

Pate holds the non-destructive inspector Navy Enlisted Classification – and is now eligible for up to \$45,000 in re-up cash.

Her rating – AM – had been on the Selective Reenlistment Bonus list but at a lesser max payout level of \$30,000, until now. Recognizing her skill as crucial, the Navy aims to keep her and an estimated 24,000 more sailors in the ranks.

“Our job is important work, and it’s in demand on the outside, so it’s nice to see the Navy recognize that,” Pate told Navy Times April 29. “It will definitely be a big factor in deciding to stay in or not for a lot of NDIs around the fleet.”

Her NEC is just one of 15 new skills – a combination of rating, reenlistment zone and sometimes NEC – added to the SRB mix, giving more sailors a slice of the re-up bonus pie this fiscal year and next.

And there’s a bit more money available come October, when fiscal 2016 starts, as Navy leadership plans to spend nearly \$20 million more on re-up bonuses.

There’s plenty of changes this year. Twenty-six skill combinations will see increases; 25 will see decreases. And the best news of all: Only five skill combinations were removed.

The new award levels take effect immediately, while the decreases and those being eliminated don’t go into effect until 30 days after the release of the NavAdmin announcing the changes.

The Navy pays bonuses out at five monetary maximum levels; the level depends on the Navy’s need for a given skill. Those max payouts are \$30,000, \$45,000, \$60,000, \$75,000 and \$100,000.

Eligible sailors might want to think fast and make the move to stay in and get the bucks sooner rather than later, as officials plan to start updating the system more frequently. Also, plans are on the table to overhaul the system further, the chief of naval personnel recently said.

“We are doing it every year, and I would like to get to twice a year,” Vice Adm. Bill Moran told Navy Times in April. “I think within a year or two, we are going to be able to do SRB adjustments every six months, which will help control advancement opportunity better.”

Moran plans to build an “early warning” system that will be able to analyze retention data faster and detect changes in re-up behavior before those ratings slip into an undermanned status.

“We should be able to see change in behavior a lot sooner than we have been in the past,” he said. “And once we do, then we can make SRB adjustments every six months and fine-tune them to account for behavior. A lot of it is focus, driving the system to focus on those things that are important to us.”

The push is for a more agile and timely SRB system. The stabilizing opportunities for Navy-wide advancement is a direct result of this deeper understanding of individual ratings, Moran added.

And with a rosy manpower outlook for the rest of the decade – including a boost of 5,000 sailors – “We are in a much better place to focus on that,” Moran said.

"Today, we cast a wide net across a needed NEC and hope that we get the right quantity and quality within that skill set," Moran told Navy Times April 29. "Moving forward, we want to evolve to a system that uses better forecasting data [to determine needs sooner], gives COs more authority, computes [payout] rates in near real time, and has authorities to tailor packages to the shared needs of the sailor and the Navy."

Other things, such as choice orders, officials say, could be added into such re-enlistment packages to sweeten the pot further. Some personnel officials have heard sailors at fleet visits gripe that bonus bucks alone might not be enough to entice some top sailors to stay.

"We regularly hear from our folks that flat rate bonuses by themselves are less and less of a reason for high-quality sailors to stay Navy," Moran said. "To ensure we keep the right people with the right skills, we need to continue to improve and refine the SRB process."

Moran didn't give any timeline for this overhaul, but says that it can't happen with the Navy's current plethora of information systems being used across the personnel, training and education landscape.

"Key to this is upgrading our old and outdated personnel system, cleaning up data and improving access across all of our IT systems," he said. "Better information in the hands of sailors, COs and detailers will improve this and many other 'people' processes across our Navy."

For fiscal 2015, the Navy has a budget of \$135 million for initial reup bonus payments, and officials are hoping to entice 8,500 sailors to stay in the ranks.

Next fiscal year, the picture gets brighter. The service is asking for a \$19.4 million increase for fiscal 2016, for a total re-up budget of \$154.4 million.

Officials hope to entice nearly 500 more sailors to take SRB. They're aiming for roughly 9,100 to take the re-up bucks and stay, up from around 8,600 targeted for fiscal 2015.

How much a sailor can get is based on a formula: Each selected skill is assigned a multiple from the list, and then factored with their basic pay and the number of months they're enlisting up to the payout max their skill qualifies for.

Along with Pate's AM-7225 NEC, 14 other skills in eight ratings, across the three reenlistment zones, now have a shot at bucks, too.

Sailors with up to six years of service are in Zone A for re-up purposes. Seven through 10 years is Zone B, and 11 through 14 years is Zone C.  
<http://www.navytimes.com/>

## **2.) 3 Things Sailors Should Know About Updated Evaluation System Instruction/ 07 MAY 15 [\[LINK\]](#)**

WASHINGTON (NNS) -- NAVADMIN 113/15 announcing the update of Navy Performance Evaluation System, BUPERS Instruction 1610.10D, and summarizing instruction changes, was released May 7 and is posted at [www.npc.navy.mil](http://www.npc.navy.mil).

Here are three things to know about the updated instruction.

1. The instruction incorporates policy changes already released in instructions and NAVADMINs including:

BUPERSINST 1610.10C change 1, BUPERSINST 1610.10C change 2, NAVADMIN 183/11, NAVADMIN 219/11, NAVADMIN 028/13, NAVADMIN 243/14, SECNAV Memo of 1 May 2014 and adds some new guidance. You can read and download the instruction at <http://www.public.navy.mil/bupers-npc/reference/instructions/BUPERSInstructions/Pages/default.aspx> .

2. The update adds total force language throughout with the most significant change requiring concurrent reports for Reservists performing active duty. This aligns with reports on active duty personnel on temporary duty or additional duty billets (ADDU) to another command.

3. Requires reporting seniors to document whether commanding officers and officers-in-charge conduct required command climate assessments.

For more news from Chief of Naval Personnel, visit [www.navy.mil/local/cnp/](http://www.navy.mil/local/cnp/).

### **3.) 7 Things to Know About Aviation Department Head Retention Bonus (ADHRB)/ 06 MAYL 15 [\[LINK\]](#)**

WASHINGTON (NNS) -- The fiscal year 2015 Aviation Department Head Retention Bonus (ADHRB) for active duty aviators was released in NAVADMIN 110/15 and for full time support (FTS) aviators in NAVADMIN 111/15, released May 6.

Here are seven things you should know about ADHRB

1. ADHRB provides incentives to retain skilled pilots and naval flight officers (NFO) to fill critical aviation billets and is part of the Aviation Career Continuation Pay (ACCP) program.
2. Active duty officers who sign ADHRB contracts incur five years of obligated service and agree be considered by the Aviation Department Head Screen Board (ADHSB) and, if selected, to accept department head orders and complete a department head tour.
3. Active duty aviators who accept ADHRB are eligible for the Career Intermission Pilot Program (CIPP). Officers interested in both ACCP and CIPP should contact the ACCP program manager and their detailer for more details.
4. The active duty bonus combines VP and VQ(P) into one community and increases the VQ(P) NFOs bonus by \$25,000 to \$75,000.
5. The active duty FY-15 Aviation Department Head Retention Bonus is paid out in installments over five years. Total bonus amounts are:  
HM Pilot \$75,000  
HSC Pilot \$75,000  
HSL/HSM Pilot \$75,000  
VAQ Pilot \$125,000 VAQ NFO \$100,000  
VAW/VRC Pilot \$125,000 VAW NFO \$75,000  
VFA Pilot \$125,000 VFA NFO \$75,000  
VP/VQ(P) Pilot \$75,000 VP/VQ(P) NFO \$75,000  
VQ(T) Pilot \$75,000 VQ(T) NFO \$100,000
6. FTS squadron Department Head/Wing Staff contracts amounts are:  
HM - Pilot/NFO \$10,000/YR  
HSC - Pilot/NFO \$10,000/YR (decreased \$10,000/YR)  
HSL - Pilot/NFO \$25,000/YR

HT - Pilot/NFO \$5,000/YR  
VAQ - Pilot/NFO \$5,000/YR  
VFA/C - Pilot/NFO \$25,000/YR  
VP - Pilot/NFO \$10,000/YR  
VR - Pilot/NFO \$20,000/YR (increased \$10,000/YR)  
VT(JET) - Pilot/NFO \$15,000/YR  
VT(PROP) - Pilot/NFO \$10,000/YR

7. For details and eligibility and application procedures for active duty go to <http://www.public.navy.mil/bupers-npc/officer/Detailing/aviation/OCM/Pages/ACCP.aspx> ; for FTS go to <http://www.public.navy.mil/bupers-npc/officer/Detailing/fulltimesupport/Pages/Aviation.aspx> .

To read the complete NAVADMINs go to [www.npc.navy.mil](http://www.npc.navy.mil)

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#### **4.) MMOWGLI Suggestions Arrive Ashore from Fleet Officers and CPOs/ 04 MAY 15 [LINK]**

From Naval Service Training Command, Great Lakes, Public Affairs

GREAT LAKES, Ill. (NNS) -- Naval Service Training Command (NSTC) and the United States Naval Academy (USNA) are still accepting ideas and suggestions from the entire Navy Officer Corps and Chief's Mess regarding the core competencies of future Navy and Marine Corps officers and will continue accepting ideas and proposals until May 7.

In an initiative by Rear Adm. Rich Brown, NSTC commander, and in partnership with Vice Adm. Walter E. "Ted" Carter Jr., United States Naval Academy (USNA) superintendent, the crowd-sourcing interactive website, Massive Multi-player Online Wargame Leveraging the Internet (MMOWGLI), was launched, April 27, to get input on the curriculum for all naval officer accession commands.

As of the morning of May 4, more than 550 players were registered online and 2,006 idea cards were played. The players are located around the country and overseas including officers and senior enlisted Sailors in: Hawaii, Philippines, Japan, Bahrain, Qatar, United Kingdom, Italy, Djibouti, Germany, and Lithuania.

"I am pleasantly surprised by not only the amount of players and ideas we have so far, but more so by what people are actually saying," said Lt. Cmdr. Michael Keppen, NSTC's director of training (N7). "It is obvious that naval officers and senior enlisted Sailors from around the fleet have a lot to say about the professional core competencies that drive curricula for our midshipmen and officer candidates."

"Many players believe that we should be training our future leaders with more of a focus on leadership and management and less on technical information. A player named 'Jaffa' summed it up by saying, 'the technical skill most needed by JOs is how to lead. They will get the PQS of whatever when they hit the fleet,'" said Keppen.

Numerous topics have been trending throughout the game: Fitness/Wellness standards; hands-on training versus course work; Naval warfare strategies; innovation strategies (SECNAV's innovation vision); future IT/IW competency; and character/integrity.

"From these trending topics, seven 'Action Plans' have been created to dive deeper into the ideas that were brought up in the game," said Keppen. "'Action Plans' provide players an opportunity to build the 'who, what, when, where and why' of a specific topic and enriches discussion and collaboration."

The MMOWGLI website portal will close to the fleet May 8. However, a private session for the Officer Board of Advisors will open on May 11, which will give a select and diverse group of senior officers the opportunity to comment and discuss the ideas. After this game is closed, academic experts from USNA and NSTC will compile the data and begin preparing a draft manual for an executive steering committee. For now all officers and senior enlisted from every community can still contribute at <https://portal.mmowgli.nps.edu/pcc>.

NSTC is overseen by Brown and his staff headquartered in Building 1; the historic clock tower building on Naval Station Great Lakes, Illinois. NSTC oversees 98 percent of initial officer and enlisted accessions training for the Navy. This includes Recruit Training Command (RTC), the Navy's only boot camp also at Naval Station Great Lakes, Illinois, Naval Reserve Officers Training Corps (NROTC) at more than 160 colleges and universities, Officer Training Command (OTC) at Naval Station Newport, Rhode Island, and the Navy Junior Reserve Officers Training Corps (NJROTC) and Navy National Defense Cadet Corps (NNDCC) citizenship development programs at more than 600 high schools worldwide.

For more information about NSTC, visit <http://www.netc.navy.mil/nstc/> or visit the NSTC Facebook pages at <https://www.facebook.com/NavalServiceTraining/>.

For more news from Naval Service Training Command, visit [www.navy.mil/local/greatlakes/](http://www.navy.mil/local/greatlakes/).

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